

# DEPARTMENT OF MILITARY AFFAIRS



STEVE BULLOCK  
GOVERNOR

ARMED FORCES RESERVE CENTER  
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## STATE OF MONTANA

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OFFICE OF THE ADJUTANT GENERAL  
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### EEO POLICY STATEMENT

The Department of Military Affairs (DMA) is an equal employment opportunity employer. The Department prohibits discrimination based upon race, color, national origin, age, physical or mental disability, marital status, religion, creed, sex or gender, sexual orientation, or political beliefs unless based upon a bona fide occupational qualification.

The DMA Human Resources Officer serves as the EEO officer and the ADA coordinator and coordinates the Department's EEO and Affirmative Action program and works to resolve applicant/employee EEO complaints. The DMA Human Resources Officer is located in the Director's Office, phone number: 324-3334.

### NOTICE OF POLICY-POSTING

Each facility administrator shall post the Nondiscrimination – EEO Model Policy statement and the Complaint resolution Procedure, published by the Department of Administration in a conspicuous place in their respective facility. The complaint procedure shall be available for internal and external dissemination.

### RETALIATION

The Department of Military Affairs shall not retaliate or allow, condone, or encourage others to retaliate against any applicant, or current or former employee for opposing unlawful discriminatory practices, filing a discrimination complaint /or testifying or participating in any other manner in a discrimination proceeding.

Matthew T. Quinn  
Major General  
Director, Department of Military Affairs  
The Adjutant General